

In Place of FORM PTO-1449 (Modified)

Serial No. 10/042,439

**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT**

Applicant: Calderaro

Filing Date: 1/8/2002

Group: 2164

Atty. Docket No. AUS920010788US1

U. S. PATENT DOCUMENTS

Examiner Initial	Document Number	Date	Name	Classification Class / Subclass	Filing Date if Appropriate
_____	AA				
_____	AB				
_____	AC				
_____	AD				
_____	AE				
_____	AF				
_____	AG				
_____	AH				
_____	AI				
_____	AJ				
_____	AK				
_____	AL				

FOREIGN PATENT DOCUMENTS

Examiner Initial	Document Number	Date	Country	Classification	Translation Yes No
<u>ju</u>	AM WO 9526535 A1	10-1995	PCT	G06F 17/60	
_____	AN				
_____	AO				
_____	AP				

OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

Examiner Initial	
<u>ju</u>	AQ DeWitt, "The Structural Consequences of Downsizing," 2/1993, Organizational Science, Vol. 4, No. 1, pp. 30-40.
<u>ju</u>	AR Davidson, "Early Retirement Programs and Firm Performance," 12/1996, Academy of Management Journal, vol. 39, No. 4, pp. 970-984.
_____	AS
_____	AT
_____	AU

Examiner: ju Nat

Date Considered: 02/27/07

EXAMINER Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

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_____	AC				
_____	AD				

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Examiner Initial	
<u>je</u>	AE ANPAS System (11 pages), www.webarchive.org, April 2001.
<u>je</u>	AF Blackwell, "Job performance would decide raise," Richmond Times-Dispatch, May 7, 1997.
<u>je</u>	AG Campbell et al., "Self appraisal in performance evaluation: development versus evaluation," The Academy of Management Review, April 1998.
<u>je</u>	AH Nixon, "Corporate downsizing: the effect of implementation strategies on firm performance," Texas A&M Univ., Dec. 1995 (thesis paper)
<u>je</u>	AI Aram et al., "An evaluation of organizational due process in the resolution of employee/employer conflict," The Academy of Management Review, April 1981.
<u>je</u>	AJ Lam et al., "Total quality management and performance appraisal: an experimental study of process versus results and group versus individual approaches," Jour. of Org. Behavior, April 1999.
<u>je</u>	AK Knapp, "How to set up a reduction in force program," Jour. of Org. Excellence, Autumn 2001.
<u>je</u>	AL Kam, "Overhaul of state civil service system is sent to Gov. Bush," South Florida Sun-Sentinel, May 5, 2001.
<u>je</u>	AM "India: HM's VRS Targets 6 pc Reduction in Workforce," Businessline, June 8, 2001.
_____	AN

Examiner:

je Nunt

Date Considered:

02/27/02

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Examiner Initial	Document Number	Date	Name	Classification Class / Subclass	Filing Date if Appropriate
<u>JW</u>	AA 2003/0004790	01-2003	Calderaro et al.	705/11	
<u>JW</u>	AB 2003/0004789	01-2003	Calderaro et al.	705/11	
<u>JW</u>	AC 6,618,734	09-2003	Williams et al.	707/102	
<u>JW</u>	AD 5,926,794	07-1999	Fethe	705/11	
<u>JW</u>	AE 6,853,975	02-2005	Dirksen et al.	705/11	
<u>JW</u>	AF 5,909,669	06-1999	Havens	705/11	
<u>JW</u>	AG 6,275,812	08-2001	Haq et al.	705/11	
<u>JW</u>	AH 6,524,109	02-2003	Lacy et al.	434/219	
<u>JW</u>	AI 6,119,097	09-2000	Ibarra	705/11	
<u>JW</u>	AJ 2003/0120537	06-2003	Desanti et al.	705/11	
<u>JW</u>	AK 2002/0184085	12-2002	Lindia et al.	705/11	
<u>JW</u>	AL 2002/0143496	10-2002	Mactas et al.	702/179	
<u>JW</u>	AM 2002/0198766	12-2002	Magrino et al.	705/11	

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	AN				

OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

Examiner Initial	Document Number	Date	Country	Classification	Translation Yes No
<u>JW</u>	AO	"Reduction in grade and removal based on unacceptable performance," 5 CFR Part 431, February 23, 1987.			
<u>JW</u>	AP	"National Institute of Standards and Technology," Alternative Personnel Management System, Federal Register, October 21, 1997, v62, n203.			
<u>JW</u>	AQ	"Department of the Navy, Human Resources Implementation Guide" by Betty Welch, Department of the Navy Management Programs, October 1, 1997.			
<u>JW</u>	AR	US Office of Personnel Management, Restructuring Information Handbook, Module 3, Reduction in Force, June 1998 version.			
<u>JW</u>	AS	"Are you really managing your corporate resources?" by Robert Skinner, Management Accounting, v80, n2, August 1998.			
<u>JW</u>	AT	"IT Confidential" by John Soat, InformationWeek, July 9, 2001.			
<u>JW</u>	AU	Band et al., Strategic Downsizing, Management Decision, vol. 33, number 8, 1995, pp. 36-45			
<u>JW</u>	AV	Applebaum et al., Strategic Downsizing: Critical Success Factors, Management Decision, vol. 37, number 7, 1999, p. 535			

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